

MEMORANDUM FOR: Deputy Chief, Plans and Review Staff

SUBJECT : Administrative Authorities

1. There are two provisions of the Agency overtime pay regulation which appear questionable. The first is that relating to the use of grade GS-10 in place of the maximum rate of GS-10 to determine whether overtime is to be paid or credited as compensatory time. As indicated in the schedule of 27 September 1966 on rights, privileges and benefits of Agency personnel this provision results in depriving a few employees in GS-11 and GS-12 of the option to require payment for overtime work. If the basis for this rule is the administrative difficulty of processing requests for controlling payment this does not seem a sound basis for the decision.

2. The second provision determines applicability of overtime on a bi-weekly (80 hours) basis rather than on a weekly (40 hours) basis which in some cases results in overtime being compensated as regular hours to make up the basic 80 hours per pay period, thus depriving some employees of premium pay for overtime. Since this also was apparently established as a more convenient method of controlling and administering overtime pay it does not appear justifiable.

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Chief, Position Management & Compensation Div.